

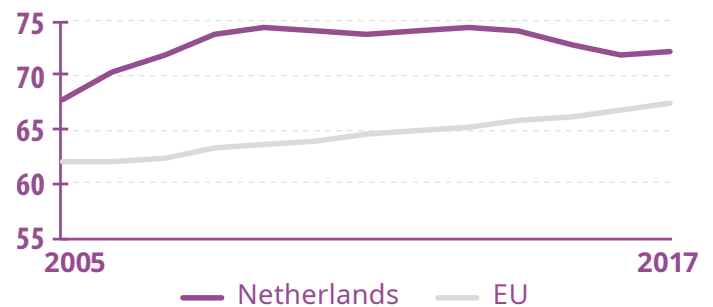
Gender Equality Index 2019: Netherlands

With 72.1 out of 100 points, the Netherlands ranks sixth in the EU on the Gender Equality Index. Its score is 4.7 points higher than the EU's score. Between 2005 and 2017, the Netherlands' score increased by 4.3 points (- 0.8 points since 2015). The Netherlands is progressing towards gender equality at a slower pace than other EU Member States. Its ranking has dropped by one position since 2005.

The Netherlands' scores are higher than the EU's scores in all domains, except the domain of power. The Netherlands' highest score is in the domain of health (90.0 points). Gender inequalities are most pronounced in the domain of power (50.0 points), although this score has improved the most since 2005 (+ 9.7 points). Progress has stalled in the domain of health (+ 0.3 points since 2005) and regressed in the domain of time (- 2.5 points since 2005).

Between 2005 and 2017, the Netherlands improved its Index scores. Throughout this period the Netherlands' scores were higher than the EU's, but improved more slowly. The gap between the Netherlands and the EU decreased over time.

The gap between the Netherlands and the EU average has narrowed

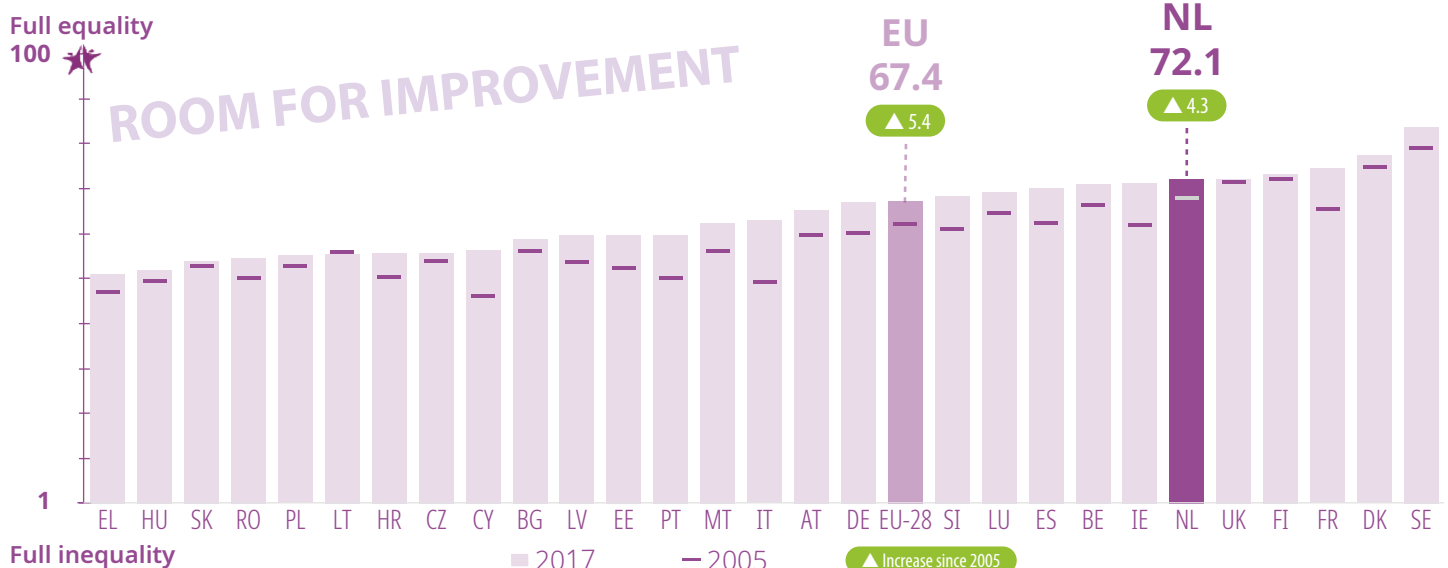


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



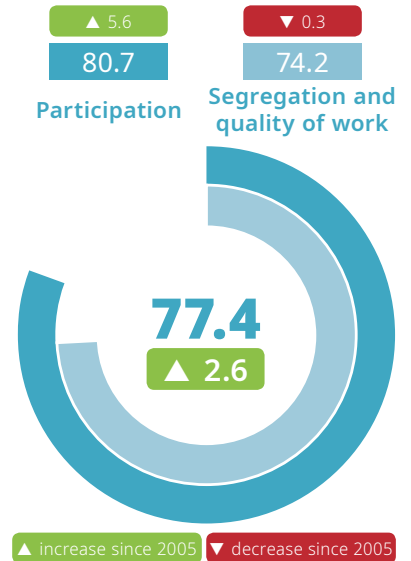


Work

The Netherlands' score in the domain of work is 77.4, showing progress of 2.6 points since 2005 (+ 0.7 points since 2015), with improvements in the sub-domain of participation. The Netherlands continues to rank third in the EU in the domain of work since 2005.

The employment rate (of people aged 20-64) is 74 % for women and 84 % for men. With the overall employment rate of 79 %, the Netherlands is not far from reaching its national EU 2020 employment target of 80 %. The full-time equivalent (FTE) employment rate increased from 35 % to 37 % for women and decreased from 62 % to 58 % for men between 2005 and 2017, narrowing the gender gap (from 28 percentage points (p.p.) to 21 p.p.). Between women and men in couples with children, the gap is much wider than in couples without children (31 p.p. and 14 p.p.). Around 76 % of women work part-time, compared to 29 % of men. On average, women work 25 hours per week and men 35.

The uneven concentration of women and men in different sectors of the labour market remains an issue: 35 % of women work in education, health and social work, compared to 10 % of men. Fewer women (4 %) than men (28 %) work in science, technology, engineering and mathematics (STEM) occupations.

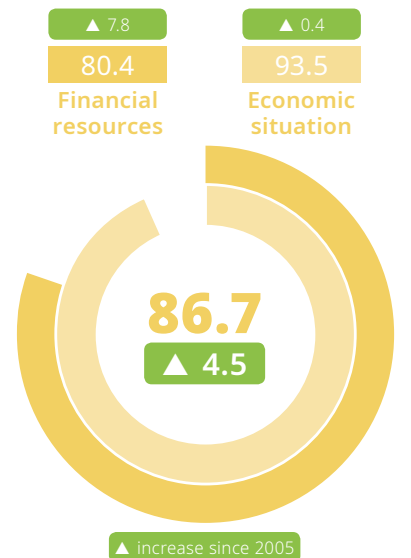


Money

The Netherlands' score in the domain of money is 86.7, showing progress of 4.5 points since 2005 (- 0.1 points since 2015), with improvements in the financial situations of women and men. The Netherlands ranks sixth in the EU in the domain of money and is 6.2 points above the EU's score.

Although mean monthly earnings increased for both women (+ 14 %) and men (+ 8 %) from 2006 to 2014, the gender gap persists: women earn 21 % less than men. In couples with children, women earn 46 % less than men (36 % less for women in couples without children).

The risk of poverty increased between 2005 and 2017: 13 % of both women (+ 4 p.p.) and men (+ 4 p.p.) are at risk. People facing the highest risk of poverty are lone parents (32 %), single men (26 %), young people aged 15-24 (25 %) and men born outside the Netherlands (25 %). Inequalities in income distribution increased among women and slightly decreased among men as well as between women and men from 2005 to 2017. Women earn on average 85 cents for every euro a man makes per hour, resulting in a gender pay gap of 15 %. The gender pension gap is 41 %.

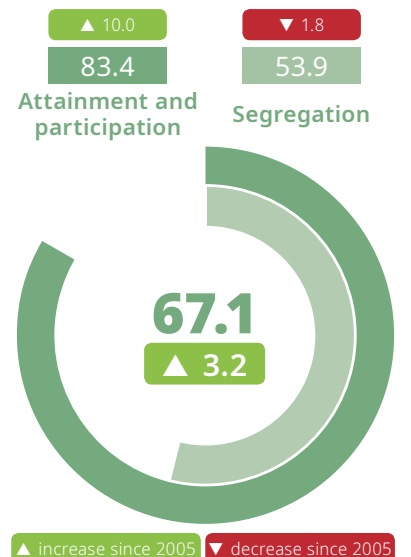


Knowledge

The Netherlands' score in the domain of knowledge is 67.1, a 3.2-point increase from 2005 (- 0.2 points since 2015). The Netherlands ranks seventh in the domain of knowledge in the EU, 3.6 points above the EU's score. Attainment and participation have improved significantly. The Netherlands ranks second in the EU in this sub-domain.

The share of women tertiary graduates continues to be lower than the share of men, although the gender gap has narrowed between 2005 and 2017 (from 5 p.p. to 2 p.p.). Around 29 % of women and 31 % of men have tertiary degrees (compared to 22 % and 27 % in 2005). The gender gap is wider between women and men aged 65 or more (15 p.p.), with more men tertiary graduates. The Netherlands has met its national EU 2020 target of having at least 40 % of people aged 30-34 with tertiary education. The current rate is 49 % (with 53 % for women and 46 % for men). Participation in lifelong learning somewhat increased between 2005 and 2017. About 26 % of women and 25 % of men engage in formal and non-formal education and training. The Netherlands has the fifth highest participation rate in the EU.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for the Netherlands. Around 38 % of women students study education, health and welfare, or humanities and arts, compared to 20 % of men students.



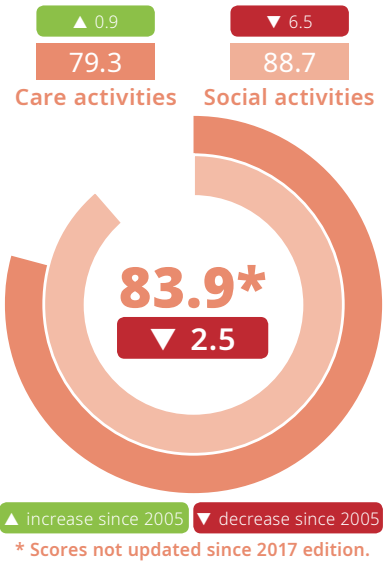


Time

The Netherlands' score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, the Netherlands' score is 83.9, which is the second highest score in the EU. Gender inequalities in time-share for care responsibilities remain an issue, while participation of both women and men in social activities has decreased since 2005. Women take on more care responsibilities in the family: 39 % of women care for and educate their family members for at least one hour per day, compared to 28 % of men. The gender gap has decreased (from 14 p.p. to 10 p.p.) since 2003. In couples with children, 93 % of women and 83 % of men take care of their family daily. More women (81 %) than men (47 %) do cooking and housework every day for at least one hour.

A lower share of women (56 %) than men (58 %) participates in sporting, cultural and leisure activities outside the home. Around 22 % of both women and men are involved in voluntary or charitable activities.

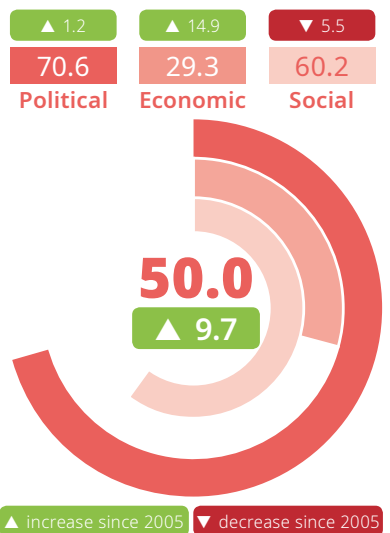


Power

The Netherlands' score in the domain of power is 50.0, with a 9.7-point increase since 2005 (- 2.9 points since 2015). It is the lowest score for the Netherlands across all domains, 1.9 points below the EU's score in this domain. Since 2005, the sub-domain of economic power has improved, while there has been a regression in the sub-domain of social power. The Netherlands ranks 12th in the domain of power in the EU.

The share of women increased among ministers (from 35 % to 42 %) between 2005 and 2018 and the share of women among members of regional assemblies rose from 28 % to 32 %. The share of women parliamentarians slightly decreased over the same time period (from 36 % to 35 %).

The sub-domain of economic power improved between 2005 and 2018, due to increased shares of women on the boards of the largest publicly listed companies (from 7 % to 30 %). In contrast, the share of women on the board of the central bank dropped from 11 % to 0 % over the same time period. In the sub-domain of social power, women comprise one third of board members of both research-funding organisations and publicly owned broadcasting organisations and 26 % of board members of the highest decision-making bodies of national Olympic sports organisations.

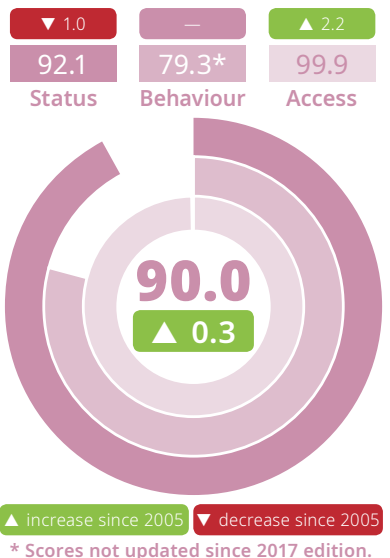


Health

The Netherlands' score in the domain of health is 90.0, with no significant change since 2005 (+ 0.1 points since 2015). There are small improvements in access to health services, while health status has slightly worsened (with no new data for the sub-domain of health behaviour).

Self-perceptions of good health did not change from 2005 to 2017. Around 73 % of women and 79 % of men consider themselves to be in good health. Health satisfaction increases with a person's level of education and decreases in proportion to their age. Life expectancy increased for both women and men between 2005 and 2016. Women on average live three years longer than men (83 years compared to 80 years). The number of healthy life years decreased in the Netherlands, from 64 to 58 for women and from 65 to 63 for men.

The Netherlands has the highest score in the sub-domain of access to health services in the EU. Less than 1 % of both women and men report unmet medical needs (compared to 2 % and 1 % in 2005). Almost no women and men report unmet needs for dental examinations (less than 1 % for both compared to 7 % of women and 8 % of men in 2005). Men born outside of the EU report the most unmet needs for medical care (12 %), 8 p.p. higher than women born outside of the EU and 10 p.p. higher than men born in the Netherlands.





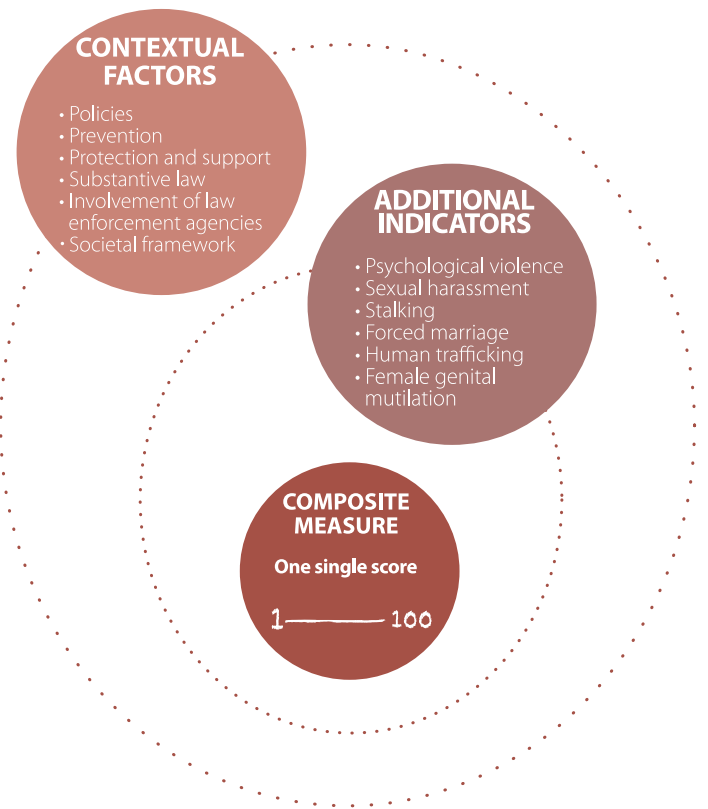
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

The Netherlands signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in November 2015.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

The Netherlands recorded 18 women victims of intentional homicide by an intimate partner and six women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 726 registered women victims of trafficking in human beings in



2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in

cases where it is based on definitions of traditional standard employment.

In 2016, 36 % of women and 25 % of men aged 20-49 (potential parents) were ineligible for parental leave in the Netherlands. Unemployment or inactivity was the main reason for ineligibility for 63 % of women and 48 % of men. The remaining 37 % of women and 52 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex couples are eligible for parental leave in the Netherlands. Among the employed population, 17 % of women and 15 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In the Netherlands, 57 % of all informal carers of children are women. Overall, 59 % of women and 52 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), more women and men are involved in caring for or educating their children or grandchildren in the Netherlands. The gender gaps are wider between women and men who are working (79 % and 64 %), within the 20-49 age group (97 % and 83 %), and between women and men working in the private sector (79 % and 62 %).

The Netherlands has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Around 62 % of children below the age of three are under some form of formal care arrangements (only 6 % of children this age are in formal childcare for at least 30 hours a week), which is the second highest coverage in the EU. Formal childcare is provided for 95 % of children from the age of three to the minimum compulsory school age (20 % are in formal childcare for at least 30 hours a week). Around 13 % of households report unmet needs for formal childcare services in the Netherlands. Lone mothers are more likely to report higher unmet needs for formal childcare services (18 %), compared to couples with children (13 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in the Netherlands are women (60 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every

day are 11 % and 8 %. The proportion of women involved in informal care is 4 p.p. lower than the EU average, while the involvement of men is 2 p.p. lower. About 17 % of women and 10 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 10 % of women and 4 % of men in the 20-49 age group. Around 47 % of women carers for older persons and/or persons with disabilities are employed, compared to 54 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is narrower in the Netherlands than in the EU (7 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 49 % of women informal carers work, compared to 73 % of men. Around 43 % of women and men in the Netherlands report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In the Netherlands, men spend slightly more time commuting to and from work than women (around 47 minutes per day for men and 43 minutes for women). Couples without chil-

dren spend a greater amount of time commuting compared to couples with children, with men travelling around 6-7 minutes more than women in both cases. Single women commute around 45 minutes per day, compared to 43 minutes for single women. Women spend more time commuting than men, regardless of whether they work part-time or full-time. Women working part-time travel 41 minutes from home to work and back, and men commute 39 minutes, compared to 52 minutes for women and 50 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Fewer women (33 %) than men (39 %) have no control over their working time arrangements. Access to flexible working

arrangements is higher in the Netherlands than in the EU, where 57 % of women and 54 % of men have no possibility of changing their working time arrangements. Around one third of women in the private (33 %) and the public (35 %) sectors, and 41 % of men in both sectors, have no control over their working time arrangements.

Even though there are more women than men working part-time in the Netherlands, far fewer women (6 %) than men (23 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

The Netherlands has the fourth highest participation rate in lifelong learning (19 %) in the EU, with a gender gap of 2 p.p. Women (aged 25-64) are more likely to participate in education and training than men regardless of their

employment status, except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women (13 % compared to 11 %). Conflicts with work schedules are as great a barrier to participation in lifelong learning for women as for men (29 %). Family responsibilities are reported as a barrier to engagement in education and training for 44 % of women compared to 29 % of men. Family responsibilities are more of an obstacle for participation in lifelong learning in the Netherlands than in the EU overall, while work schedules are reported as less of an obstacle than the EU average. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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European Institute for Gender Equality
Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

Contact details

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facebook.com/eige.europa.eu 
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eige.sec@eige.europa.eu 
+370 52157444 



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